

Budget Proposals 2015/16: Equality Impact Assessment (EIA)

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The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of their proposals on the community. As a council we need to ensure that we are able to deliver the savings that we need to make while mitigating against any negative or adverse impacts on particular groups across our communities.

This EIA will evidence that the Council have fully considered the impact of the proposed changes and has carried out appropriate consultation on those changes with the key stakeholders. This EIA and the evidence provided within it will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

Executive Lead / Head Sign off *(when final version):*

Executive Lead(s)	CLLR EXCELL	Executive Head:	SUE CHERITON
Date:		Date:	

Summary from Overall Budget Proposals:
Copy from Overall Budget Proposal template

Proposals – Outline	Savings for 2015/16		Implementation Cost Include brief outline + year incurred	Delivery When will this proposal realise income / savings	Risks / impact of proposals <ul style="list-style-type: none"> Potential risks Impact on community Knock on impact to other agencies If statutory service please state relevant legislation section and Act together with any statutory guidance issued. 	Type of decision		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
Corporate Security/CCTV Automated monitoring only		74,000	To be advised	April 2015	<p>This reduction would change the operation of the CCTV unit – reducing it to an automated monitored service.</p> <p>This may reduce the range of targeted approaches to support police activity.</p> <p>Total saving would be £194,000 net of income which would be lost</p>			x

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Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p>Clearly set out the proposal and what is the intended outcome.</p>	<p>The Council is proposing to remove the provision of staff to monitor CCTV cameras.</p> <p>This will result in the camera surveillance being unattended which will remove the ability for directed surveillance which assists in the provision of an immediate response to incidents.</p> <p>The operatives currently employed in this activity are in direct contact via a radio network with the Police, emergency services and many of the businesses working both in the day time and night time economy. This allows the Police and other emergency services to be quickly directed to incidents potentially reducing the impact and preventing escalation.</p> <p>The CCTV control room will be unmanned except for periodic visits to ensure equipment is functioning correctly.</p> <p>Police (and other emergency services) will still be able to access recordings of any CCTV surveillance and this will be managed by appointment</p> <p>The CCTV cameras are currently monitored between Sunday to Thursday 8am – 2am, Friday and Saturday 8am – 4am.</p>
2.	<p>Who is intended to benefit / who will be affected?</p>	<p>The removal of the manned CCTV surveillance may potentially impact on the community in terms of perception of safety within public spaces.</p> <p>The removal of the CCTV monitoring may potentially impact on the following :-</p> <p>To prevent, deter and detect crime and anti-social behaviour</p> <p>To reduce the fear of crime</p>

No	Question	Details
		<p>To assist the emergency services in all aspects as appropriate including major exercises relating to criminal activities, public safety and civil contingency</p> <p>To provide authorised law enforcement agencies with images and evidence that is admissible in court for both criminal and civil matters</p> <p>To assist with Traffic management</p>

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Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions/proposals on the Torbay community.

Evidence, Consultation and Engagement

No	Question	Details
3.	Have you considered the available evidence?	<p>The Torbay CCTV system assists in the detection and reporting of between 70 and 100 incidents a month requiring police attention.</p> <p>Incidents occur throughout the monitoring period, there are no definite patterns.</p>
4.	How will / have you* consulted on the proposal? <i>*delete as appropriate</i>	<p>The proposal has been discussed directly with the Police Commander for Torbay and has been included as part of a general budget questionnaire as part of the Councils budget consultation process.</p>
5.	Outline the key findings	<p>The Police Commander has advised that whilst he understands the Council has to make cuts in services due to budget pressures he does not support the removal of the CCTV manned surveillance.</p> <p>Safer Communities are fully aware of the proposals.</p>
6.	What amendments may be required as a result of the consultation?	<p>During the consultation period the Council has received offers to provide continued manned surveillance of CCTV using voluntary sector resources. This will need to be investigated further.</p>

Positive and Negative Equality Impacts *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups	<i>It is not enough to state that a proposal will affect everyone equally. There should be more in-depth consideration of available evidence to see if particular groups are more likely to be affected than others – use the table below. You should also consider workforce issues. If you consider there to be no positive or negative impacts use the ‘neutral’ column to explain why. EVERY BOX MUST BE COMPLETED – if there is no impact please state either ‘No Positive Impact’ or ‘No Negative Impact’.</i>		
		Positive Impact	Negative Impact	Neutral Impact
	Older or younger people			There is no identified differential impact upon this protected characteristic
	People with caring responsibilities			There is no identified differential impact upon this protected characteristic
	People with a disability			There is no identified differential impact upon this protected characteristic
	Women or men			There is no identified differential impact upon this protected characteristic
	People who are black or from a minority ethnic background (BME)			There is no identified differential impact upon this protected characteristic
	Religion or belief (including lack of belief)			There is no identified differential impact upon this protected characteristic
	People who are lesbian, gay or bisexual			There is no identified differential impact upon this protected characteristic
	People who are transgendered			There is no identified differential impact upon this protected characteristic
	People who are in a			

No	Question	Details	
	marriage or civil partnership		There is no identified differential impact upon this protected characteristic
	Women who are pregnant / on maternity leave		There is no identified differential impact upon this protected characteristic
	Socio-economic impacts (Including impact on child poverty issues and deprivation)		If the fear of crime were to rise in the town centres, this potentially could have a have a negative impact upon the local economy.
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)		
8a.	Cumulative Impacts – Council wide (proposed changes elsewhere which might worsen the impacts identified above)	There may be an increase in anti social behaviour which could increase the workload of other departments including Safer Communities	
8b.	Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above)	There are a number of other public services that may be impacted on by this proposal including the Police, Street Pastors, Store Guards and possibly the Health Service. These groups currently rely on the live CCTV surveillance for support both in protection of their personal safety and for information when retrospectively investigating incidents. Budget proposals to cease to provide the Street Warden Service and Street Lighting (remove defective street lighting columns as they fail).	

Section 3: Mitigating action *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
9.	Summarise any negative impacts and how these will be managed?	<i>Outline each negative impacts identified relating to equalities in question 7 and how each impact will be managed / monitored so that they are reduced / eliminated or mitigated. What ways can the negative impact be minimised?</i>

Section 4: Monitoring *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
10.	Outline plans to monitor the actual impact of your proposals	<p>The impact of this proposal will be difficult to quantify as it will relate to public perception rather than factual data.</p> <p>It may however be possible to obtain feedback from liaison with the Police in terms of how the loss of this support has impacted on their service delivery.</p> <p>To monitor any increase in incidents / crime.</p>

Section 5: Recommended course of action – *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED*

No	Action	Outcome	Tick ✓	Reasons/justification for recommended action
11.	State a recommended course of action <i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for</i>	Outcome 1: No major change required - EIA <i>has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</i>		
		Outcome 2: Adjustments to remove barriers – <i>Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</i>		

	your decision	<p>Outcome 3: Continue with proposal - Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have 'due regard'.</p>	
		<p>Outcome 4: Stop and rethink – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</p>	

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